

**TERMS & CONDITIONS
AND GENERAL INFORMATION REGARDING**

**OFFICER CADETSHIPS IN THE
DEFENCE FORCES 2018**

This document is divided into two parts. **Part I** details the governing conditions, rules and qualifications required for the award of Cadetships in the Defence Forces. **Part II** contains general information on the various Cadetships on offer, together with details of pay and conditions of Cadets and Officers.

Cadetships may be available in the following:

ARMY (Line)

ARMY (Equitation School)

ARMY (Engineer Corps)

ARMY (Ordnance Corps)

NAVAL SERVICE (Operations Branch, Marine Engineer Branch and Electrical Engineering Branch)

AIR CORPS (Pilots)

Applications can be made by the following:

GRADUATES

SCHOOL LEAVERS/NON-GRADUATES

SERVING PERSONNEL

IMPORTANT:

A person who wishes to apply for a Cadetship in the Defence Forces should read this document carefully prior to completing the application form. An application should only be submitted if the applicant is satisfied, that s/he fulfils all of the governing conditions detailed in this document.

An Applicant can apply for more than one, Cadetship.

Exceptions to the governing conditions cannot be made in individual circumstances.

All of the Cadetships are open to male and female applicants on an equal basis.

CANVASSING WILL DISQUALIFY

PART I

CONDITIONS GOVERNING THE AWARD OF CADETSHIPS IN THE PERMANENT DEFENCE FORCE

1. GENERAL QUALIFICATIONS

A candidate for a Cadetship must:

- a. At the time of application:
 - (1) be a citizen of Ireland; or,
 - (2) be a refugee as defined under either the Refugee Act 1996 or the International Protection Act 2015; or, be a national of an European Economic Area State¹ or the Swiss Confederation; or,
 - (3) be a national of any other State who is lawfully present in Ireland and has five (5) years lawful residence here².
- b. Satisfy the Minister for Defence as to character,
- c. Be 18 years of age or above and under 27 years of age on 1 September 2018.

Note:

Please note that the Upper Age Limit will be reduced to “under 26 years of age” for the 2019 Cadetship competitions.

2. MINIMUM EDUCATIONAL QUALIFICATIONS³

- a. **Army (Line) and Army (Equitation School)**
School Leaver/Non-Graduate Candidates who sat their Leaving Certificate Examination in 2017 or who are sitting this examination in 2018, must possess a minimum of Grade H5 in 3 Higher Level papers and Grade O6/H6 in 3 Ordinary/Higher level papers.

A minimum of Grade O6/H6 is required in the following Ordinary/Higher level subjects:

- (1) Mathematics.
- (2) Irish. NUI matriculation exemptions apply.

¹ Member States of the European Union, Iceland, Liechtenstein and Norway.

² Having a period of one (1) years continuous residence in the State immediately prior to the closing date of application for a Cadetship in the year of competition and during the eight (8) years immediately preceding that period have had a total residence in the State amounting to four (4) years. Periods of illegal residence or residence as an asylum seeker do not count in the qualifying period.

³ The Minimum Educational Qualifications that will apply to those candidates who sat the Leaving Certificate Examination prior to 2017, are detailed in the Addendum to this document.

- (3) English. Candidates whose first language is not English must satisfy the English language requirements in accordance with NUI Matriculations Regulations.
- (4) Third language accepted for NUI Matriculation Registration purposes. NUI matriculations exemptions apply.
- (5) Any two Matriculation subjects not already selected.

b. Army (Line) and Army (Equitation School)

Graduate Candidates must possess a minimum of Grade D3 in the following Ordinary/Higher level subjects:

- (1) Mathematics.
- (2) Irish or English.
- (3) Any four Matriculation subjects not already selected.

AND

Candidates must have successfully completed a Bachelor Degree programme at Level 8 of the National Framework of Qualifications.

c. Army (Engineer Corps)

Candidates must possess a minimum of:

- (1) Grade C3 in Mathematics in a Higher Level paper and
Grade D3 in the following Ordinary/Higher level subjects:
- (2) Irish or English.
- (3) Any four Matriculation subjects not already selected.

AND

Candidates must have successfully completed:

- a. a Bachelor Degree programme at Level 8 of the National Framework of Qualifications in either Engineering, Architecture, or other Building Construction related discipline, accredited by Engineers Ireland or other relevant professional body,

OR

- b. a professional qualification equivalent to one of the foregoing awarded by the relevant professional body,

OR

- c. a Bachelor Degree programme at Level 8 together with a Level 9 qualification in a Construction Engineering, Building Services Technology, Environmental Science or Fire related discipline, GIS, Building Heritage Conservation or Energy Management.

d. Army (Ordnance Corps)

Candidates must possess a minimum of Grade D3 in the following Ordinary/Higher level subjects:

- (1) Mathematics.
- (2) Irish or English.
- (3) Any four Matriculation subjects not already selected.

AND

Candidates must have successfully completed one of the following Bachelor Degree programmes at Level 8, of the National Framework of Qualifications (NFQ):

Bachelor of Science, Physics and/or Chemistry, or
Bachelor of Engineering, Mechanical, Electrical or Electronic Engineering, or
Bachelor of Science/Bachelor of Engineering, Optical Electronics or Mech-Electronics

Where an applicant has a Level 8 or higher NFQ qualification not specified above, they are permitted to submit suitable evidence of equivalence to **Defence Forces Recruitment Section, Defence Forces Headquarters, Department of Defence, Station Road, Newbridge, Co. Kildare, W12 AD93**, for the Director of Ordnance's determination.

e. Naval Service – Operations Branch/Marine Engineer Branch

School Leaver/Non Graduate Candidates who sat their Leaving Certificate Examination in 2017 or who are sitting this examination in 2018, must possess a minimum of Grade H4 in 4 Higher Level papers and Grade O2/H2 in 2 Ordinary/Higher level papers.

A minimum of Grade O6/H6 is required in the following Ordinary/Higher level subjects:

- (1) Mathematics. In the case of Candidates, applying for a Marine Engineering Cadetship this must be a minimum of Grade H5 in a Higher Level paper.
- (2) Irish. NUI matriculation exemptions apply.

- (3) English. Candidates whose first language is not English must satisfy the English language requirements in accordance with NUI Matriculations Regulations.
- (4) Any three Matriculation subjects not already selected.

f. Naval Service – Operations Branch/Marine Engineer Branch

Graduate Candidates must possess a minimum of Grade D3 in the following Ordinary/Higher level subjects:

- (1) Mathematics. In the case of Candidates applying for a Marine Engineering Cadetship, and who hold a Degree in a discipline other than Engineering, this must be a minimum of Grade C3 in a Higher Level paper.
- (2) Irish or English.
- (3) Any four Matriculation subjects not already selected.

AND

Candidates must have successfully completed a Bachelor Degree programme at Level 8 of the National Framework of Qualifications.

OR

Have successfully completed a Bachelor Degree programme at Level 7 of the National Framework of Qualifications, from a recognised institution, in Nautical Science or Marine Engineering for Operations Branch and Marine Engineering Branch Cadetships respectively.

g. Naval Service - Electrical Engineering Branch

Candidates must possess a minimum of Grade D3 in the following Ordinary/Higher level subjects:

- (1) Mathematics.
- (2) Irish or English.
- (3) Any four Matriculation subjects not already selected.

AND

Candidates must have successfully completed a Bachelor of Engineering Degree programme at Level 8 of the National Framework of Qualifications in either Electrical or Electronic Engineering.

The Degree at Level 8 must be accredited with Engineers Ireland.

h. Air Corps (Pilot)

School Leaver/Non Graduate Candidates who sat their Leaving Certificate Examination in 2017 or who are sitting this examination in 2018, must possess a minimum of Grade H5 in 3 Higher Level papers and Grade O6/H6 in 3 Ordinary/Higher level papers.

Candidates must possess a minimum of:

- (1) Grade O3 in Mathematics in an Ordinary Level paper and
Grade O6/H6 in the following Ordinary/Higher Level subjects:
 - (2) Irish. NUI matriculation exemptions apply.
 - (3) English. Candidates whose first language is not English must satisfy the English language requirements in accordance with NUI Matriculations Regulations.
 - (4) Third language accepted for NUI Matriculation Registration purposes. NUI matriculations exemptions apply.
- (2) Any two Matriculation subjects not already selected.

i. Air Corps (Pilot)

Graduate Candidates must possess a minimum of

- (1) Grade B3 in Mathematics in an Ordinary Level paper and
Grade D3 in the following Ordinary/Higher Level subjects:
- (2) Irish or English.
- (3) Any four Matriculation subjects not already selected.

AND

Candidates must have successfully completed a Bachelor Degree programme at Level 8 of the National Framework of Qualifications.

PLEASE NOTE:

- **A Candidate must meet the Minimum Educational Qualifications, as specified for all competitions above, in a single sitting of the Leaving Certificate Examination.**
- **Leaving Certificate Applied does not qualify for the Cadetship competitions.**

- Applications for all categories of Cadetships are invited from persons who have applied to sit for examinations in the competition year, which would enable them to satisfy the Minimum Educational Qualifications criteria, as specified above. Original documentary evidence that a candidate meets the minimum educational qualifications, as outlined above, must be presented to the relevant Interview Board Secretary, no later than 17 August 2018.
- Candidates must provide documentary proof from the National University of Ireland, at Stage 1 of the selection procedure, for any educational exemptions. Further information is available on www.nui.ie
- In order to be eligible to apply for a Cadetship, holders of European and International qualifications must satisfy the Matriculation Registration requirements as outlined in the document “NUI Matriculation Regulations 2016 and 2017” available on www.nui.ie Such candidates must also possess the equivalent of a Grade D3 (Ordinary or Higher Course) in Mathematics.

3. MEDICAL AND PHYSICAL STANDARDS

Candidates must be in good mental and bodily health and free from any physical defect, abnormality, physiological condition or history of serious illness likely to interfere with the efficient performance of his/her duties.

The following are the minimum physical requirements:

	Army	Naval Service	Air Corps
a. Height The height of candidates will be established at the Medical Phase of the Competition. Weight and chest measurements must be in keeping with height and age.	Min. height 157.48cm	Min. height 157.48cm	Min. height 157.48cm Max. height 187.96cm and complying with paragraph e. below.
b. Vision Eyesight must be surgically untreated and colour vision must be normal. Both eyes must be free from disfiguring or incapacitating abnormality and free from acute or chronic disease. There must be no evidence of squint or latent squint.	Vision must be not less than 6/18 in each eye, corrected to not less than 6/6 in one eye and 6/9 in the other.	Operations Branch: Vision must be uncorrected and not less than 6/9 in one eye and not less than 6/12 in the other eye with normal night vision.	Vision must be uncorrected and not less than 6/9 in each eye with normal night vision.

Applicants who have had previous incisional or laser treatment to correct visual acuity are excluded from eligibility. This issue is currently under review.		Engineering Branch: Not less than 6/18 in each eye, corrected to not less than 6/6 in one eye and 6/9 in the other.	
--	--	---	--

c. Dental

Candidates must be free from any serious periodontal disease and possess teeth to a specific standard, which is not less than the equivalent of eleven over eleven natural teeth functionally opposed. In certain circumstances, artificial teeth may be acceptable.

d. Hearing

A good standard of unaided hearing is essential. Candidates will be required to undergo an audiometric test at which:

- (1) The sum of the hearing threshold at 1,2,3, 4 and 6 kHz should not exceed the age and gender related warning levels contained in the "Guidelines on Hearing Checks and Audiometry Regulations 2007", issued by the Health and Safety Authority.
- (2) Candidates under 25 years of age must be able to hear all measured pure tones up to and including 8 kHz at 20dB in each ear. Candidates aged 25 and older must be able to hear all measured pure tones up to and including 8 kHz at 25dB in each ear. Candidates must also be free from acute or chronic ear disorders.

Candidates are advised to avoid all sources of loud noise or music for a period of 48 hours prior to this audiometric test, as exposure to such noise may adversely affect the results of the test.

e. Special Conditions Air Corps (Pilots): Candidates for the Air Corps must be within the following limits.

Functional Reach	Min	Max
Back of scapula to distal margin of flexed thumb	736mm	920mm
Sitting eye height Seat to ectocanthus of eye	730mm	896mm
Buttock knee length Rear of buttock to front of patella	545mm	690mm
Sitting knee height Base of heel to top of knee	490mm	653mm

Weight N.B. Cadets must remain within this weight band during flight training	65kgs	100 kgs
--	-------	---------

N.B. Candidates must satisfy these various medical and physical standards and requirements in order to remain in the Competition.

4. APPLICATION FOR CADETSHIP

Candidates must apply online to www.military.ie using the Candidate Manager system.

Applications for Cadetships must be made on the official electronic application form available at www.military.ie

All correspondence with candidates will be done by email for the duration of the competition. Candidates should ensure the email address given is accurate and correct.

Each application is acknowledged automatically by the system within 24 hours. If an acknowledgement is not received within 48 hours of applying, candidates should immediately contact the Defence Forces Recruitment Section at: 045 492553/2555 or Lo-call 1890 426555 or at recruitment@defenceforces.ie

Likewise, if an applicant's email address should change, the onus is on the applicant to make contact with the Defence Forces Recruitment Section immediately advising them of the change of email.

Candidates who are required to attend for psychometric testing as outlined under Selection Procedure below must bring valid identification, Passport/National ID card or Driving Licence as proof of identity. Candidates called to Stage 3 - the Interview - will be required to bring their long form Birth Certificate.

Applicants for an Army Equitation School Cadetship may be asked to provide a digital recording demonstrating their riding skills, which should be no longer than 10 minutes in duration. This is not a scored assessment.

5. SELECTION PROCEDURE – ARMY, ARMY EQUITATION SCHOOL and ARMY ENGINEER CORPS.

The following competencies have been identified as being essential for an Army Cadet. These competencies will be assessed throughout the various stages of the competition.

Competency	What the candidate will have to display
Planning and Organising	The ability to plan, prioritise and organise people and other resources.
Decision Making and Problem Solving	An ability to carefully analyse problems, in order to generate appropriate solutions. A preparedness to stand by a

	decision and to accept responsibility for its consequences.
Information Handling	The aptitude for absorbing information; to be able to identify relevant information.
Working with Others	An aptitude for working within a team environment; to be supportive of others.
Communication	Clear, concise and effective communication skills.
Leadership and Supervising	The ability and motivation to take responsibility for others; to co-ordinate and to delegate to others.
Personal Motivation and Discipline	A commitment to the Army as a career. An ability to act on own initiative.
Resilience	Calmness when faced with conflicting demands and when working under pressure.
Physical Capacity	To meet the standards set for the Army Cadet.

Candidates, if selected, will be required to attend for the various stages of the selection procedure on the dates and times as notified by email. Candidates who fail to attend for any stage of the selection procedure will be disqualified from participation in any further stages of that competition.

Stage 1 – Online Psychometric Testing

Stage 1 of the selection procedure involves tests that measure a range of skills and qualities that are necessary in the job. These tests provide a consistent and suitable way of screening candidates at the initial stage of the selection campaign. These tests are designed to identify the most suitable people to go forward to the next stage of the Cadetship Competition. The tests have been designed so that they are fair to all applicants and are objectively scored. Candidates will be required to complete an unsupervised psychometric test online.

Candidates will be supplied with psychometric test familiarisation material in order to introduce them to the format of the tests.

Candidates will be required to complete the unsupervised online psychometric test within the timeframe specified by the Defence Forces.

Candidates should pay particular attention to ensuring that the contact details specified on their application are correct.

Candidates who have attained the requisite score in the unsupervised online psychometric test, at Stage 1 will be required to attend for a subsequent supervised online psychometric test at Stage 2.

Note: If a candidate fails to meet the minimum standard at Stage 1, s/he will not be permitted to proceed to the next stage of the competition.

Stage 2 – The Assessment Phase

Army, Army (Equitation School) and Army (Engineer Corps) candidates who have attained the requisite score at Stage 1 of the competition, will be required to attend at the Defence Force Training Centre, Curragh, Co. Kildare, for the Assessment Phase (overnight duration) of the Competition.

The Assessment Phase will consist of the following:

Physical Fitness Test: In order to qualify for a Cadetship, candidates will be required to undergo a physical fitness test, which is designed to assess their potential to undergo the rigours of military training. Candidates must attain the minimum standard laid down in order to proceed in the competition. A candidate must complete this test as part of their Army/Army Equitation/Army Engineer Corps application; this test is not valid for any other Cadetship applications or other Defence Force competitions. (See Annex 'C' for details of the test and suggested training programme).

Supervised online Psychometric Test. If a candidate's performance at a supervised test is outside the expected scoring range from their unsupervised test at Stage 1, they may be excluded from subsequent stages of the selection process.

Group Assessment: Candidates will be required to participate in a group assessment.

Realistic Job Preview: This involves a familiarisation visit to the Cadet School at the Military College, Curragh, Co. Kildare and informal interaction with instructional staff and Cadets.

All components will be conducted on the one occasion.

Note: If a candidate fails to meet minimum standards of the Group Assessment Test or the Physical Fitness Test, s/he will not be permitted to proceed to the next stage of the competition.

Online Personality Questionnaire.

Candidates who have attained the requisite score at Stage 2 of the competition will be sent an online personality questionnaire to be completed within the timeframe specified by the Defence Forces prior to attending for interview.

Note: In addition to the above, candidates for Cadetships in the Army Equitation School will be required to undergo and pass a practical equestrian test before attending for Stage 3 - The Interview. If a candidate fails to meet minimum standards of equestrian test, s/he will not be permitted to proceed to the next stage of the competition.

Stage 3 - The Interview

Successful candidates will be invited to the Cadet School, Military College, Curragh Camp, Co. Kildare to attend a competency based interview where they will be required to demonstrate competency in a selection of the following areas:

- Planning and Organising
- Decision Making and Problem Solving
- Working with Others
- Communication
- Leadership and Supervising
- Personal Motivation and Discipline
- Resilience
- Information Handling

In the competency based interview, candidates will be asked to give examples from their own experiences of life, school, university, hobbies, work, pastimes etc., to demonstrate evidence in several of the above areas. Candidates who fail any of the competencies at Interview will be deemed unsuccessful in the competition.

6. SELECTION PROCEDURE - NAVAL SERVICE

The following competencies have been identified as being essential for a Naval Service Cadet. These competencies will be assessed throughout the various stages of the competition.

Competency	What the candidate will have to display
Planning and Organising	The ability to plan, prioritise and organise people and other resources.
Decision Making and Problem Solving	An ability to carefully analyse problems, in order to generate appropriate solutions. A preparedness to stand by a decision and to accept responsibility for its consequences.
Information Handling	The aptitude for absorbing information; to be able to identify relevant information.
Working with Others	An aptitude for working within a team environment; to be supportive of others.
Communication	Clear, concise and effective communication skills.
Leadership and Supervising	The ability and motivation to take responsibility for others; to co-ordinate and to delegate to others.
Personal Motivation and Discipline	A commitment to the Naval Service as a career. An ability to act on own initiative.
Resilience	Calmness when faced with conflicting

	demands and when working under pressure.
Physical capacity	To meet the standards set for the Naval Service Cadet.

Candidates, if selected, will be required to attend for the various stages of the selection procedure on the dates and times as notified by email. Candidates who fail to attend for any stage of the selection procedure will be disqualified from participation in any further stages of that competition.

Stage 1 – Online Psychometric Testing

Stage 1 of the selection procedure involves tests that measure a range of skills and qualities that are necessary in the job. These tests provide a consistent and suitable way of screening candidates at the initial stage of the selection campaign. These tests are designed to identify the most suitable people to go forward to the next stage of the Cadetship Competition. The tests have been designed so that they are fair to all applicants and are objectively scored. Candidates will be required to complete an online psychometric test unsupervised.

Candidates will be supplied with psychometric test familiarisation material in order to introduce them to the format of the tests.

Candidates will be required to complete the unsupervised online psychometric test within the timeframe specified by the Defence Forces. Candidates should pay particular attention to ensuring that the contact details specified on their application are correct.

Candidates who have attained the requisite score in the unsupervised online psychometric test at Stage 1 will be required to attend for a subsequent supervised online psychometric test at Stage 2.

Note: If a candidate fails to meet the minimum standard at Stage 1, s/he will not be permitted to proceed to the next stage of the competition.

Stage 2 – Assessment Phase

Naval Service candidates, who have attained the requisite score at Stage 1 of the competition, will be required to attend at the Naval Base, Haulbowline, Cork for the Assessment phase (overnight duration) of the competition.

The Assessment Phase will consist of the following:

Physical Fitness Test.

In order to qualify for a Cadetship, candidates will be required to undergo a physical fitness test, which is designed to assess their potential to undergo the rigours of military training. Candidates must attain the minimum standard laid down in order to proceed in the competition. A candidate must complete this test as part of their Naval Service Cadetship application; this test is not valid for any other Cadetship

applications or other Defence Force competitions. (See Annex 'C' for details of the test and suggested training programme).

Supervised online Psychometric Test. If a candidate's performance at a supervised test is outside the expected scoring range from their unsupervised test at Stage 1, they may be excluded from subsequent stages of the selection process.

Group Assessment: Candidates will be required to participate in a group assessment.

The Realistic Job Preview: This involves a familiarisation visit to the Naval College, Haulbowline, Cork and informal interaction with instructional staff and Cadets.

All components will be conducted on the one occasion.

Note: If a candidate fails to meet minimum standards of the Group Assessment Test or the Physical Fitness Test, s/he will not be permitted to proceed to the next stage of the competition.

Online Personality Questionnaire.

Candidates who have attained the requisite score at Stage 2 of the competition will be sent an online personality questionnaire to be completed within the time frame specified by the Defence Forces prior to attending for interview.

Stage 3 – The Interview

Successful candidates will be invited to attend a competency based interview where they will be required to demonstrate competency in a selection of the following areas:

- Planning and Organising
- Decision Making and Problem Solving
- Working with Others
- Leadership and Supervising
- Personal Motivation and Discipline
- Resilience
- Communication
- Information Handling

In the competency based interview candidates will be asked to give examples from their own experiences of life, school, university, hobbies, work, pastimes etc., to demonstrate evidence in several of the above areas. Candidates who fail any of the competencies at Interview will be deemed unsuccessful in the competition.

7. SELECTION PROCEDURE - AIR CORPS

The following competencies have been identified as being essential for an Air Corps (Pilot) Cadet. These competencies will be assessed throughout the various stages of the competition.

Competency	What the candidate will have to display
Planning and Organising	The ability to plan, prioritise and organise people and other resources.
Decision Making and Problem Solving	An ability to carefully analyse problems, in order to generate appropriate solutions. A preparedness to stand by a decision and to accept responsibility for its consequences.
Information Handling	The aptitude for absorbing information; to be able to identify relevant information.
Working with Others	An aptitude for working within a team environment; to be supportive of others.
Communication	Clear, concise and effective communication skills.
Leadership and Supervising	The ability and motivation to take responsibility for others; to co-ordinate and to delegate to others.
Personal Motivation and Discipline	A commitment to the Air Corps as a career. An ability to act on own initiative.
High Stress Tolerance	The ability to think and act under pressure, to be emotionally stable.
Physical Capacity	To meet the standards set for the Air Corps Cadet.
Technical Aptitude	The ability to absorb technical knowledge, a preference for the technical sphere of career development.
Maturity	Common sense for his/her age, the social maturity to sustain studies and absence from home.

Candidates, if selected, will be required to attend for the various stages of the selection procedure on the dates and times as notified by email. Candidates who fail to attend for any stage of the selection procedure will be disqualified from participation in any further stages of that competition.

Stage 1 – Online Psychometric Testing

Stage 1 of the selection procedure involves tests that measure a range of skills and qualities that are necessary in the job. These tests provide a consistent and suitable

way of screening candidates at the initial stage of the selection campaign. These tests are designed to identify the most suitable people to go forward to the next stage of the Cadetship Competition. The tests have been designed so that they are fair to all applicants and are objectively scored. Candidates will be required to complete an unsupervised psychometric test.

Candidates will be supplied with psychometric test familiarisation material in order to introduce them to the format of the tests.

Candidates will be required to complete the unsupervised online psychometric test within the timeframe specified by the Defence Forces. Candidates should pay particular attention to ensuring that the contact details specified on their application are correct.

Candidates, who have attained the requisite score in the unsupervised online psychometric test at Stage 1, will be required to attend for a subsequent supervised online psychometric test at Stage 2.

Note: If a candidate fails to meet the minimum standard at Stage 1, s/he will not be permitted to proceed to the next stage of the competition.

Stage 2 – Military and Aviation Assessments

Air Corps candidates who have attained the requisite score at Stage 1 of the competition, will be required to attend for Military and Aviation Assessments as part of the Competition.

The Military Assessment will consist of the following:

Physical Fitness Test: In order to qualify for a Cadetship, candidates will be required to undergo a physical fitness test, which is designed to assess their potential to undergo the rigours of military training. Candidates must attain the minimum standard laid down in order to proceed in the competition. A candidate must complete this test as part of their Air Corps Cadetship application; this test is not valid for any other Cadetship applications or other DF competitions. (See Annex 'C' for details of the test and suggested training programme).

Group Assessment: Candidates will be required to participate in a group assessment.

The Aviation Assessment will consist of the following:

Supervised online Psychometric Test and Aviation Skills Test: If a candidate's performance at a supervised test is outside the expected scoring range from their unsupervised test, at Stage 1, they may be excluded from subsequent stages of the selection process.

Psychomotor and Cognitive Testing: Candidates will be required to complete both psychomotor and cognitive testing.

The Realistic Job Preview: This will involve candidates interacting with Cadets and Officers of the Air Corps.

Note: If a candidate fails to meet minimum standard of any part of the Group Assessment Test or the Physical Fitness Test, or the Aviation Assessments s/he will not be permitted to proceed to the next stage of the competition.

Online Personality Questionnaire.

Candidates who have attained the requisite score at Stage 2 of the competition will be sent an online personality questionnaire to be completed within the time frame specified by the Defence Forces, prior to attending for interview.

Stage 3 – The Interview

Successful candidates will be invited to attend a competency based interview where they will be required to demonstrate competency in a selection of the following areas:

- Maturity
- Technical Aptitude
- Working with Others
- Leadership and Supervising
- Personal Motivation and Discipline
- Communication
- High Stress Tolerance

In the competency based interview, candidates will be asked to give examples from their own experiences of life, school, university hobbies, work, pastimes, etc., to demonstrate evidence in several of the above areas. Candidates who fail any of the competencies at Final Interview will be deemed unsuccessful in the competition.

Candidates will also undertake a psychological assessment as part of Stage 3 of the selection process.

8. BONUS MARKS.

Candidates who are members of the Defence Forces and who satisfy the requirements at paragraph 13(a) or 13(c) of these conditions will receive a % bonus mark of the total marks at the final interview (subject to certain service as outlined in paragraph 13). These bonus marks are as follows:

Serving NCO in the Permanent Defence Force	8%
Serving Private in the Permanent Defence Force	6%
Serving Officer or NCO in the Reserve Defence Force	3%
Serving Private in the Reserve Defence Force	2%

9. EMPLOYEE VETTING BY AN GARDA SÍOCHÁNA.

Candidates who are invited to attend before an Interview Board will be required to complete and sign a Garda Vetting Application Form. This will, pursuant to Section 8 of the Data Protection Act, 1988, authorise An Garda Síochána to furnish to the Military Authorities, a statement that there are no convictions recorded against the candidate, or if applicable, a statement of convictions.

10. MEDICAL AND PHYSICAL EXAMINATIONS

A panel will be formed from Candidates who are successful at interview. Candidates on this panel will be required to undergo and pass a detailed medical examination, which includes an audiometric test and x-rays (See paragraph 11 below).

Candidates, who do not pass the medical examination owing to a medical condition that, in the opinion of the Examining Medical Officer, is capable of being remedied by treatment, may be afforded the opportunity of having the condition rectified ***within one week of their examination***. Such candidates will be required to submit medical evidence indicating that the condition has been remedied. S/he may be required to undergo further medical examination, by another Medical Officer. Medical fitness will not be confirmed until the results of all tests are available to the Medical Officer.

11. AWARD OF CADETSHIPS

The Minister for Defence, whose decision is final, awards Cadetships to successful candidates. The award of Cadetships will be subject to successful candidates passing a pre-enlistment medical examination that is in addition to the detailed medical examination as outlined at paragraph 10.

A candidate who is awarded a Cadetship must report for enlistment at the required time and place. Failure to report for enlistment will result in the Cadetship being forfeited.

12. EXPENSES

Candidates, other than a member of the Defence Forces, are liable for all expenses incurred in connection with his/her participation in the Cadetship competition and on reporting for enlistment.

13. PROVISIONS FOR CERTAIN MEMBERS OF THE DEFENCE FORCES

The following personnel of the Defence Forces will be eligible for the award of additional marks as specified in paragraph 8 of these conditions:

- a. Members of the Permanent Defence Force who are serving on the date of commencement of interviews by the Final Interview Board.

- b. Before entering upon the prescribed course of Cadet training successful candidates who are Non-Commissioned Officers of the Permanent Defence Force will revert to the rank of Private Three Star. See Annex 'A'.
- c. Members of the Army Reserve or the Naval Reserve who have been on the effective strength of their Units from 1 January, of the year previous to the competition year, and who continue to remain on such effective strength up to the date of commencement of interviews by the Final Interview Board, and who have Completed a course(s) of training or instruction amounting to a minimum total period of seven days, as prescribed in paragraph 40 of Defence Force Regulations R.5.
- d. Successful candidates who are members of the Reserve Defence Force must, before entering upon the prescribed course of Cadet training, tender the resignation of their commissions if they are Officers or be discharged from the Reserve Defence Force if they are Non-Commissioned personnel.

14. TERMS OF ENLISTMENT

Candidates to whom Cadetships have been awarded, except for candidates who are already serving in the Permanent Defence Force, are enlisted as a Private for general service for the duration of the Cadetship.

15. OVERSEAS SERVICE

Under the terms of the Defence Amendment Act 2006, all Defence Forces personnel may be required to serve overseas.

16. WITHDRAWAL OF CADETSHIP

A Cadetship will be withdrawn from a Cadet if:

- a. On completion of the course of training, s/he does not qualify for nomination for appointment to be an officer and is not required to extend training; or
- b. S/he fails to show satisfactory progress at any time during the course of training or fails to develop the qualities requisite for the satisfactory completion of the course or if his/her conduct or service is unsatisfactory; or
- c. As a result of examination by an Army Medical Board, s/he is, at any time, found to be in a medical category lower than that prescribed; or
- d. At his/her own written request.

A Cadet from whom a Cadetship has been withdrawn (except as a result of c. above) will, if s/he was a member of the Defence Forces before being awarded the Cadetship, be permitted to revert to his/her previous service engagement and rank, or be discharged from the Defence Forces.

Part II

CADETSHIPS IN THE DEFENCE FORCES

17. THE ROLES OF THE PERMANENT DEFENCE FORCE

- To provide for the military defence of the State from armed aggression;
- To participate in multi-national peace support, crisis management and humanitarian relief operations in accordance with Government direction and legislative provision;
- To aid the civil power – meaning in practice to assist, when requested, An Garda Síochána, who have primary responsibility for law and order, including the protection of the internal security of the State;
- To contribute to maritime security encompassing the delivery of a fishery protection service and the operation of the State's Fishery Monitoring Centre, and in co-operation with other agencies with responsibilities in the maritime domain, to contribute to a shared common maritime operational picture;
- To participate in the Joint Taskforce on Drugs interdiction;
- To contribute to national resilience through the provision of specified defence aid to the civil authority (ATCA) supports to lead agencies in response to major emergencies, including cyber security emergencies, and in the maintenance of essential services, as set out in MOUs and SLAs agreed by the Department of Defence;
- To provide a Ministerial air transport service (MATS);
- To provide ceremonial services on behalf of Government;
- To provide a range of other supports to government departments and agencies in line with MOUs and SLAs agreed by the Department of Defence e.g. search and rescue and air ambulance services;
- To contribute to Ireland's economic wellbeing through engagement with industry, research and development and job initiatives, in support of government policy;
- To fulfil any other tasks that Government may assign from time to time.

The Defence Forces have a proud record of participation in Peacekeeping Missions and members of the Defence Forces are currently serving with approximately fifteen missions throughout the world.

18. THE ARMY

The Army is divided into two territorial Brigade areas, 1 Brigade (South) and 2 Brigade (North), for operational and support reasons. Each Brigade Area has a Permanent Defence Force Brigade into which various Infantry and supporting arms units are integrated. In addition to the two territorial Brigade areas, the Defence Forces also maintains the Defence Forces Training Centre (DFTC) at the Curragh Camp in which the principal training installations and logistical support units are based. The nine Army Corps are as follows: the Infantry Corps, Artillery Corps, Cavalry Corps, Engineer Corps, Communications and Information Services Corps, Transport Corps, Military Police Corps, Medical Corps and Ordnance Corps. Each Corps has a designated military task, the specialised nature of which offers the young officer the opportunity of a career in a particular sphere.

The Army has at its disposal a wide array of modern equipment and weaponry ranging from modern armoured personnel carriers to the personal weapon of the Irish soldier - the 5.56mm Steyr rifle.

19. The Army Cadet (Line Officers)

The purpose of Cadet training is to develop character and leadership skills and instil a sense of duty and responsibility in the Cadets. To benefit from that training, which is conducted in an environment of strict discipline, the Cadet needs mental acuity and physical agility.

The course of training in the Cadet School, Military College, DFTC, Curragh Camp is of approximately fifteen months duration for all applicants. During this time the Cadet is instructed in weapons handling (to instructor level), tactics (conventional, internal security and counter-insurgency), arms and foot drill, military engineering, human resource management, communications skills, military law, computer training in office information systems and academic studies which include leadership, psychology, Irish and military history, politics and economics. Cadets are required to take an active interest in sport, to which special attention is given and for which provision is made in the curriculum. The Cadet School provides facilities for Gaelic football, hurling, rugby, soccer, athletics, swimming, basketball and equitation. A module of the Course is undertaken in the Defence Forces Physical Culture School where each Cadet is required to qualify as a Physical Training Leader.

Army (Line) Cadet and Officer profiles are available at www.military.ie and www.careersportal.ie

20. THE ARMY EQUITATION SCHOOL

The Army Equitation School was founded in 1926, for the purpose of promoting the Irish Horse, both nationally and internationally. The Equitation School is directly involved in equestrian sport and its Army riders, with Irish bred horses, have made a considerable contribution to Irish Show jumping and Event Teams down through the years. Members of the Equitation School have participated at Olympic, World and European Championship level and have also contributed to many Aga Khan Trophy successes at the Dublin Horse Show.

The Army Equitation Cadet

Equitation School Cadets undergo the same course of training as Army Cadets outlined above. During training, the facility to ride horses is made available in the Equitation School.

21. THE ENGINEER CORPS

The Corps of Engineers was established on 1 October 1924, to provide engineer support to the Irish Defence Forces, both in Ireland and on overseas operations. The mission of the Corps of Engineers is to provide combat engineer support as part of the Infantry Brigade, to defend against armed aggression, to provide Engineer support in Aid to the Civil Power with emphasis on specialist search, to provide Engineer support in Aid to the Civil Authorities on the occasion of natural or other disasters, to provide Engineer support in European Union and United Nations

missions and to maintain and upgrade Army, Air Corps and Naval Service assets, such as buildings, lands and ranges.

The Engineer Cadet

Engineer Cadets undergo the same course of training as Army Cadets outlined above. On successful completion of an Engineer Cadetship, the Cadet will be eligible, in accordance with Paragraph 25, for appointment as a Commissioned Officer in the rank of Lieutenant. On appointment to the Corps of Engineers, the Commissioned Officer will receive Rate 2 pay.

On appointment to the Corps of Engineers, an Engineer Officer will be expected to successfully complete a Military Engineer Young Officers Course of approximately 12-15 months duration. Graduates of this course will be awarded an MSc in Military Engineering Management (Level 9 of the National Framework of Qualifications) which is accredited by Institute of Technology, Carlow.

Any Engineer Officer that fails to complete the Engineer Young Officer Course will be posted to a Line Officer Appointment, outside of the Corps of Engineers and will revert to Rate 1 pay, on the recommendation of Deputy Chief of Staff (Support).

22. THE ORDNANCE CORPS

The Army Ordnance Corps was first established as a separate entity in May 1922. The Ordnance Corps has an operational and a logistical role within the Defence Forces. The logistical role is to provide technical support in the Procurement, Storage, Distribution, Inspection, Maintenance, Repair and Disposal of all items of Ordnance.

The Complete list of ordnance related equipment in use within the Irish Defence Forces is extensive but includes Ammunition, CBRN Detection Equipment & Protection, Explosives, Tentage, Night Vision Equipment & Thermal Imaging Assets, Clothing, Armour Protection, Robotics, Heavy and Light Weapons, Turrets & Mounting Systems, Naval armaments, Fire Control Instrumentation, Field Catering Equipment and Tactical Engagement Systems & Simulators.

The Ordnance Corps also provide the only Explosive Ordnance Disposal (EOD) service within the state in Aid to the Civil Power and supervise the development of C-IED within the organisation.

The Ordnance Cadet

Ordnance Cadets undergo the same course of training as Army Cadets outlined above. On successful completion of an Ordnance Cadetship, the Cadet will be eligible, in accordance with Paragraph 25, for appointment as a Commissioned Officer in the rank of Lieutenant. On appointment to the Ordnance Corps, the Commissioned Officer will receive Rate 2 pay.

On appointment to the Ordnance Corps, an Ordnance Officer will be expected to successfully complete a Young Officers Course of approximately 12-15 months duration in the Ordnance School, Curragh Camp. During their career, Ordnance Officers will also have the opportunity to complete a Master's Degree (Level 9 of the

National Framework of Qualifications) in a variety of disciplines that will be of benefit to the organisation.

Any Ordnance Officer that fails to complete the Young Officer Course will be posted to a Line Officer Appointment, outside of the Ordnance Corps and will revert to Rate 1 pay, on the recommendation of Deputy Chief of Staff (Support).

23. THE AIR CORPS (Pilot)

The Air Corps provides the air component of the Defence Forces. The Air Corps provides a range of military and non-military air services in support of the State through a fleet of twenty six aircraft, comprising ten rotary wing and sixteen fixed wing aircraft. The type of aircraft includes the Learjet 45 Ministerial Air Transport aircraft, the CASA Maritime Patrol aircraft, the Pilatus PC-9M training aircraft, the Cessna 172 fixed wing aircraft, and the EC135 and AW139 helicopters.

The Air Corps Cadet

The Air Corps Cadet will undergo a course of training of up to four years duration divided into two stages.

Stage 1 of training takes place at the Cadet School, Military College, DFTC, Curragh Camp and takes approximately nine months. The Cadet receives a basic military training including instruction in Weapons Training, Tactical Operations, Map Reading, Communications Skills and First Aid.

On successfully completing Stage 1 of training, the Cadet will be posted to the Air Corps, Casement Aerodrome, Baldonnel, Dublin 22 for Stage II – flying training.

This course progresses from elementary and basic to advanced flying. During the term of the Cadetship the character of the Cadet is trained and moulded with the object of developing, his/her powers of leadership, initiative and general ability.

24. THE NAVAL SERVICE

The Naval Service is based in Haulbowline, Cobh, Co. Cork. It is a multi-tasked organisation operating a fleet of eight ships. The fleet is equipped with state of the art machinery, weapons, communications, and navigation systems. The Naval Service took delivery of three new Offshore Patrol Vessel, LÉ Samuel Beckett, LÉ James Joyce and LÉ William Butler Yeats in recent years, with a further vessel to follow in 2018. All four new ships are of similar specification, which is at the leading edge of marine technology.

The Naval Service offers two types of Cadetships open to all applicants who meet the educational and general criteria, namely, an Operations Branch Cadetship and a Marine Engineering Branch Cadetship. Candidates may apply for either or both classes of Cadetship. A third type of Naval Cadetship for an Electrical Engineer Cadetship is confined to holders of a degree in Electrical or Electronic Engineering.

The Operations Branch Cadet

Officers of the Operations Branch of the Naval Service are responsible for the efficient running of the ship. It is only from within this Branch that an officer may become Captain of a ship. The Operations Branch Officer's responsibilities include Bridge Watchkeeping, where they are responsible for the safe navigation of the ship and the safety of the ships company along with the weapons and communications systems on-board. Operations Branch Officers also lead boarding teams in fishery protection and anti-drug running boarding operations and are therefore prime leaders and motivators of the ships company.

The Operations Branch Cadet will undergo a course of training of approximately twenty-one months duration, divided into different stages. Initial training takes place in the Cadet School, Military College, DFTC, Curragh Camp and is of approximately three months duration. Subsequent training takes place in the Naval Base, Haulbowline, Co Cork and on board ship. This training encompasses both the theory and practical application of the skills required for the officer to take his/her place as a fully functional member of the ships command team. Subjects covered include Navigation, Seamanship, Gunnery, Leadership and Management.

In the second year, the Cadet will commence studies at the National Maritime College Ireland (NMCI) in Ringaskiddy, Cork for award of an Honours Bachelor Degree in Nautical Science. NMCI is a partnership between the Cork Institute of Technology and the Naval Service.

An Operations Branch Cadet shall, on successful completion of the relevant course of training and provided that the Cadet's medical classification is not lower than – year of birth – 11 – 311 – as defined in Defence Force Regulations A.12, be commissioned on a 3 year Short Service Commission in the rank of Ensign or Sub-Lieutenant in accordance with paragraph 25 below. After commissioning, training continues both at sea and ashore until the Officer is fully qualified to take an appointment on board ship.

When fully qualified, as an Operations Branch Officer, he or she shall, on being recommended by the Flag Officer Commanding the Naval Service and the Chief of Staff, be offered a full Commission without limitation as to time.

The fully trained Junior Officer spends the following years on sea/shore rotations. The primary sea duties involve watchkeeping and navigation while shore duties involve training or administrative appointments. The Naval Service Officer can avail of opportunities of further education as well as participating in professional sub-specialisation courses such as Tactical and Naval Warfare Courses at home and abroad.

The Marine Engineering Branch Cadet

The Marine Engineering Branch Cadet will be trained to a level whereby s/he can fill an appointment as a ships' Marine Engineering Officer. The Engineering Officer is responsible for everything that keeps a ship afloat, moving and habitable. This includes the hull and general structures of the ship, its main engines and all auxiliary machinery, the main electrical generators, the electrical distribution system, the air conditioning, ventilation, heating systems and cold rooms as well as all fuel and water systems. It also includes the computer systems for communications, navigation and weapons control systems.

The Marine Engineering Branch Cadet will undergo a course of training of approximately twenty-one months duration. Initial training takes place in the Cadet School, Military College, DFTC, Curragh Camp and is of approximately three months duration. This initial training is similar to, and shared with, Operations Branch Cadets. Subsequent training takes place in the Naval Base, Haulbowline, Co Cork and on board ship. This training encompasses both the theory and practical application of the skills required for the officer to take his/her place as a fully functional member of the ships command team. Subjects covered include Navigation, Seamanship, Gunnery, Leadership and Management.

In the second year, the Cadet will commence studies at the Cork Institute of Technology for award of an Honours Bachelor Degree in Mechanical Engineering. A Marine Engineering Branch Cadet shall, on successful completion of the relevant course of training and provided that the Cadet's medical classification is not lower than – year of birth – 11 – 311 – as defined in Defence Force Regulations A.12, be commissioned on a 3 year Short Service Commission in the rank of Ensign or Sub-Lieutenant in accordance with paragraph 25 below. After commissioning, training continues both at sea and ashore until the Officer is fully qualified to take an appointment as a Marine Engineer Officer on-board ship.

When fully qualified, as a Marine Engineering Branch Officer, he or she shall, subject to satisfying certain criteria and on being recommended by the Flag Officer Commanding the Naval Service and the Chief of Staff, be offered a full Commission without limitation as to time.

The fully trained Junior Officer spends the following years on sea/shore rotations. When at sea, s/he will be appointed as the ships Engineering Officer, while shore duties involve training or technical/administrative appointments. The Engineering Officer can avail of opportunities of further education as well as participating in a range of specialist courses applicable to the Marine Engineering profession at home or abroad.

The Electrical Engineering Cadet

The Electrical/Electronic Department is responsible for the technical specification, selection, installation overhaul and maintenance for all electrical, electronic, communications, ordnance equipment and systems fitted to Naval Service ships.

An Electrical Engineering Officer, will be rotated, as required, between appointments, allowing them to gain experience in a wide range of disciplines ranging from power generation, communications, and information technology to advanced weapon fire control systems.

The appointments available range from, 'officer in charge' of workshops, planning of new installations, inspection of existing installations, technical instructor in the NMCI to an appointment as an electrical officer at sea on one of our patrol vessels.

An Electrical Engineering Cadet in the Naval Service, will be required to undergo a course of training of approximately twenty-one months duration before being commissioned in the rank of Sub-Lieutenant and appointed to an Electrical Officer's appointment. The training course of the Cadet is physically and academically demanding and requires total dedication and commitment in order to be successful.

Initial training involves Basic Military and Naval Training at the Cadet School, Military College, DFTC, Curragh Camp and later at the Naval Base, Haulbowline, Co. Cork and on-board ship. The initial training is similar to, and shared with the Operations Branch and Marine Engineering Cadets. In year two (2), the Electrical Engineering Cadet will undertake short modules in the National Maritime College Ireland (NMCI) in Ringaskiddy, Cork. NMCI is a partnership between the Cork Institute of Technology and the Naval Service. The modules will introduce the Cadet to naval electrical equipment and systems. During the year, the Cadet will spend a period at sea to familiarise them with the equipment in an operational environment.

The Naval Service is fully committed to Continuous Professional Development. Subject to the exigencies of the service, Cadets will be actively encouraged and facilitated to advance their studies and attain Chartership of Engineers Ireland.

Profiles of Naval Service Cadets and Officers are available at www.military.ie

25. APPOINTMENT TO COMMISSIONED RANK

A Cadet who is in possession of a Level 8 Degree of the National Framework of Qualifications and satisfactorily completes the prescribed course of military training and who passes such examinations and tests as may be laid down will be eligible for appointment as a commissioned officer in the Army/Air Corps rank of Lieutenant or Naval Service rank of Sub Lieutenant.

A Cadet who is not in possession of a Level 8 Degree of the National Framework of Qualifications, and satisfactorily completes the prescribed course of military training and who passes such examinations and tests as may be laid down will be eligible for appointment as a commissioned officer in the Army/Air Corps rank of Second Lieutenant or Naval Service rank of Ensign.

Where a Cadet, who is a Non-Irish National, satisfactorily completes the prescribed courses of military training and in the case of the Air Corps, flying training s/he may apply to the Minister to be appointed as an officer pursuant to paragraph 41 (b) of the Defence Act.

Air Corps Officers will be offered a 12 year fixed term commission. During the three months immediately prior to completing the fixed term commission, an Air Corps Officer may apply to the Minister for Defence for a commission without limitation as to time. The Minister for Defence may grant a commission without limitation as to time, subject to the existence of a suitable vacancy, and provided that the Officer is:

- a. recommended by the Chief of Staff and
- b. is medically graded suitably, with a standard of vision not less than 6/36 corrected to at least 6/9 in each eye and with normal colour and night vision.

26. THIRD LEVEL EDUCATION/UNDERTAKINGS/FEEES

Tuition and examination fees in respect of Cadets/Officers attending 3rd Level Institution will be met from public funds. Textbooks, instruments etc., will be made available without charge but will remain the property of the Minister for Defence. During attendance at college, Cadets/Officers will normally be accommodated in Military Barracks and will be in receipt of normal pay and allowances.

Personnel of the Army, inducted under paragraph 2.a. and under the Addendum, who are considered suitable may, subject to the exigencies of the service and the requirements of the Defence Forces, be assigned to a course of study leading to a degree at National University of Ireland, Galway or a course of study leading to a degree at some other third level College of Education.

Personnel of the Naval Service, other than those who already hold a relevant third level qualification in Nautical Science or Engineering, and who are considered suitable may, subject to the exigencies of the service and the requirements of the Defence Forces, be assigned to a course of study leading to a degree at the Cork Institute of Technology or a course of study leading to a degree at some other third level college of education.

Air Corps Cadets are required, in accordance with Defence Force Regulation A.3 (Cadets), to complete a written undertaking, that in the event of their resignation or voluntary retirement from the Permanent Defence Force, before the expiration of the time specified by the Minister (twelve years), they will refund the amount set by the Minister in respect of the cost of training. This amount includes the total pay and allowances paid while undergoing pilot training, costs of tuition and training, costs of the use of aircraft and equipment during training and all other charges arising from training as an aircraft pilot.

In addition, Commissioned Officers who undertake certain courses, which are undertaken at public expense, will be required to subscribe to an undertaking (or undertakings), copies of which are available on request, that before leaving the Permanent Defence Force voluntarily at any time after they have commenced the course and before they have served in the Defence Forces for a minimum number of years reckoned from the date of completion of their third level training, they will refund the cost of such training to the Minister for Defence including the cost of pay and allowances paid to them during the period of attendance at the course.

Payment of the amount involved, including the cost of any pay and allowances paid to them during the attendance at the course, must be made in full and up-front i.e. before the actual date of their retirement. However, in every case, the granting of permission to a Commissioned Officer to retire or resign from the Defence Forces is a matter for the appropriate authority in accordance with the relevant provisions of the Defence Act.

27. PAY, ALLOWANCES & PRSI

- a. Pay and Allowances
See Annex A.

It should be noted that the payment including the rate of payment of these allowances are subject to review and adjustment on an ongoing basis under Government policy.

- b. On enlistment to the PDF (see paragraph 14) Cadets are liable to pay PRSI contributions at the Class H rate. On appointment as an Officer (see paragraph 25), they pay PRSI at the Class A rate. In both cases, they are covered for the range of benefits under the Social Insurance code, including the State Pension (Contributory) – see paragraph 28 and Annex B.
- c. Method of Pay
Cadets and Officers are paid on a monthly basis by means of electronic funds transfer to a designated financial institution.

28. OCCUPATIONAL PENSION

Members of the Permanent Defence Force may qualify for occupational pension and retirement gratuity (collectively called superannuation benefits) subject to meeting certain terms and conditions.

A person's actual date of joining the Permanent Defence Force will determine their specific occupational pension terms. Successful candidates appointed from this Cadetship competition will be required to pay appropriate employee pension contributions by way of deduction from monthly pay, as well as the 'pension levy'. See **Annex B** for further details.

29. ANNUAL LEAVE AND HOLIDAYS

Annual leave to the extent of 31 days may be granted to Cadets and Junior Officers. Senior Officers (Commandant and higher ranks) may be granted 43 days leave in accordance with the provisions of Defence Force Regulation (DFR) A.11.

It should be noted that this annual leave provision is currently calculated on a 7 day basis. This is currently being reviewed as part of a wider review and standardisation of the number of days of annual leave and holidays in the Public Service generally and in that regard may be subject to adjustment on an ongoing basis in accordance with changes applicable across the Public Service as per Government policy.

30. SICK LEAVE

Sick Leave may be granted in accordance with the provisions of Defence Force Regulation A.12 (Medical Treatment) and Defence Forces Regulation S.3 (Pay and Allowances).

It should be noted that the sick leave provision is currently being reviewed as part of a wider review and standardisation of sick leave in the Public Service generally and in that regard may be subject to adjustment on an ongoing basis in accordance with changes applicable across the Public Service as per Government policy.

31. PROMOTION AND RETIREMENT

Subject to the terms of Defence Forces Regulations, Officers are eligible for consideration for promotion through the commissioned ranks. The age for retirement of Officers ranges from 47 years of age (Second Lieutenant/Ensign) to 63 years of age (Lieutenant General), depending on rank.

32. UNIFORMS AND ACCOMMODATION

A Cadet is issued uniforms and accessories. Commissioned Officers receive a grant, in accordance with the scales laid down, to assist towards the cost of providing themselves with uniform and equipment. An allowance is currently paid to a Commissioned Officer towards the purpose of replenishing his/her kit.

It should be noted that the payment, including the rate and frequency of payment of this allowance is subject to review and adjustment on an ongoing basis in accordance with changes applicable as per Government policy.

A Cadet is entitled to free accommodation and meals subject to the terms of Defence Forces Regulations. Single Living In Commissioned Officers, are provided with official accommodation, in respect of which a deduction is made from pay.

33. MEDICAL ATTENDANCE AND HOSPITAL TREATMENT

Primary health care i.e. medical attendance at and treatment by a doctor or primary care medical team in the Defence Forces, including e.g. physiotherapy, routine dental treatment etc., some limited in-house secondary care and the provision of medication prescribed by a Medical Officer, are provided without charge, subject to any limitations as required by law. In accordance with Defence Force Administrative Instructions, referral for secondary treatment as a private patient to a consultant or for private treatment in hospital may be made by the Defence Forces Medical Officer or the attending doctor subject to financial sanction and any other limitations as required by law. The medical service provided to members of the Defence Forces is by nature an occupational medical service and as such, services such as cosmetic surgery (where such does not arise from occupational injury), etc. are not provided.

34. PAY AND ALLOWANCE - BENEFIT IN KIND

Certain pay and allowances, including the provision of medical services in the Defence Forces is currently the subject of a review by the Revenue Commissioners. The tax status and taxation of any benefit, payment or allowance paid to members of the Defence Forces as may be determined by the Revenue Commissioners from time to time is a matter, between the individual taxpayer and the Revenue Commissioners and must be disclosed by the individual to the Revenue Commissioners. The Department will not be liable for the financial impact, positive or negative, of any change in the tax status of any current payment, allowance or

benefit paid or made available to members of the Defence Forces, or any determination of their tax status, as may be directed by the Revenue Commissioners from time to time.

NOTE

THE ACCEPTANCE BY THE CHIEF OF STAFF, DEFENCE FORCES, OF AN APPLICATION FORM FROM A PERSON DESIRING TO BE A CANDIDATE FOR A CADETSHIP SHOULD NOT BE REGARDED AS AN ADMISSION BY THE CHIEF OF STAFF THAT SUCH A PERSON SATISFIES ALL OR ANY OF THESE CONDITIONS OR THAT S/HE IS NOT DISQUALIFIED BY LAW FROM OBTAINING A CADETSHIP.

EVERYTHING CONTAINED IN THESE CONDITIONS, NOTES AND ANNEXES IS SUBJECT TO THE OVER-RIDING AUTHORITY OF THE GOVERNING STATUTES, REGULATIONS AND SCHEMES, INCLUDING THE DEFENCE ACT, 1954 (AS AMENDED AND EXTENDED) AND STATUTORY PROVISIONS MADE, OR TO BE MADE, THEREUNDER, AND ANY OTHER RELEVANT PROVISIONS, AGREEMENTS, LEGISLATION, PUBLIC SERVICE POLICY, CIRCULARS AND/OR INSTRUCTIONS AND ANY ERRORS WHICH MAY APPEAR HEREIN ARE SUBJECT TO CORRECTION AT ANY TIME.

IN ADDITION, ALL TERMS AND CONDITIONS OUTLINED IN THIS DOCUMENT ARE SUBJECT TO CHANGE UNDER THE DEFENCE FORCES CONCILIATION AND ARBITRATION SCHEME, THE PUBLIC SERVICE STABILITY AGREEMENT 2018 - 2020 AND ANY OTHER AGREEMENT AS MAY BE CONCLUDED FROM TIME TO TIME.

NOTE FOR FUTURE CANDIDATES

These conditions apply for the 2018 Cadetship Competitions only and are due for review in advance of any future competition.

**Annex 'A' to Terms and Conditions and General Information regarding Cadetships in the
Defence Forces 2018**

Army, Air Corps & Naval Service

Pay, Allowances etc.

1. In line with Department of Finance instructions of 23 December 2010, starting pay will be at the minimum of the scale. The rate of remuneration may, be adjusted from time to time in line with Government pay policy.
2. The following pay-scale applies to Cadets with effect from 1 January 2018:

Officers Pay: Rate 1 - Cadets	Rates of Pay wef 1 January 2018
Point	Personal Pension Contribution (PPC) scale Full PRSI (Class A)
1st	€18,458
2nd	€20,690
3rd	€23,535
4th	€26,096
5th	€29,849

However, while Enlisted Personnel on appointment as a Cadet, will be placed on the 1st point, "mark-time" arrangements will apply should their gross remuneration (regimental pay plus allowances) be greater than, any of the above points. On commissioning, s/he will, be placed on the 1st point of the appropriate pay scale with "mark-time" arrangements applying where their gross salary as a Cadet exceeds the 1st point of that scale.

3. On enlistment to the Permanent Defence Force (see paragraph 14) Cadets are liable to pay PRSI contributions at the Class H rate. On appointment as an Officer (see paragraph 25), they are liable for the Class A PRSI rate. In both cases, they are

covered for the range of benefits under the Social Insurance code, including the State Pension (Contributory) – see also paragraph 28 and Annex B.

4. In general, persons commissioned as Officers following completion of a Cadetship under this competition, will qualify for the following rates of pay and allowances:

Rates of Pay wef 1 January 2018				
Personal Pension Contribution (PPC) scale - Full PRSI (Class A)				
Rank	Service	Army, Equitation and Air Corps	Army, Engineer/ Ordnance	Naval Service
2nd Lieutenant/ Ensign	On appointment	€30,578	N/A	€30,578
	After 1 year in Rank	€34,176		€34,176
Lieutenant/ Sub- Lieutenant	On appointment	Rate 1 €35,481	Rate 2 €42,511	Rate 2 €42,511
	After 1 year	€36,077	€43,154	€43,154
	After 2 years	€37,331	€44,978	€44,978
	After 3 years	€38,608	€46,366	€46,366
	After 4 years	€40,014	€47,878	€47,878
	After 5 years	€41,299	€49,267	€49,267
	After 6 years	€42,585	€50,417	€50,417
	After 7 years	€43,320	€51,440	€51,440
	After 8 years	€44,388	€52,599	€52,599
	After 9 years	€45,460	€53,759	€53,759

Military Service Allowance

Military Service Allowance is payable at the rate of €4,730.00 p.a. to Officers holding the commissioned ranks of Second Lieutenant/Lieutenant (Army & Air Corps) and of Ensign/Sub Lieutenant (Naval Service).

Military Service Allowance is payable at the rate of €5,106 p.a. to Officers in receipt of Rate 2 remuneration.

Patrol Duty Allowance

A Patrol Duty Allowance of €48.00 per day is payable to Naval Service Cadets and €50.32 to Naval Service Officers for each day spent at sea away from the Naval Base on patrol.

Flying Pay

An Officer or Cadet of the Air Corps who is engaged in flying duties is also paid flying pay, which varies in accordance with his/her rank and service. The current rate is €1,271 per annum for a trainee pilot, rising to €7,072 after 6 years' service.

It should be noted that the payment including the rate of payment of these allowances are subject to review and adjustment on an ongoing basis in accordance with changes applicable as per Government policy.

Annex 'B' to Terms and Conditions and General Information regarding Cadetships in the Defence Forces 2018

Army, Air Corps & Naval Service

OCCUPATIONAL PENSION BENEFITS

As a Commissioned Officer, in the Permanent Defence Force (PDF), the retirement (superannuation scheme) benefits depend firstly on the date of joining the Defence Forces – see further details in paragraphs (a) and (c) below. The main benefits under the PDF superannuation schemes are:

- an occupational pension,
- a retirement gratuity (lump sum) or death in service gratuity, and
- spouses / civil partner's and children's contributory pensions.

a. For serving PDF personnel who joined before April 2004

In the case of successful candidates from this competition who:

- are already serving in the PDF having enlisted before 1 April 2004; and
- are discharged and immediately re-enlisted for a Cadetship,

They will on appointment to commissioned rank, have the same defined, benefit pension scheme terms as other PDF Officers who joined on or after 6 April 1995 and before April 2004. Their retirement benefits are based on retiring rank, service in rank and overall pensionable service. Benefits are payable immediately on retirement after relatively short periods of service and regardless of age. The qualifying period for maximum benefits varies with rank and service, and can be achieved some years before normal retirement age. As full PRSI contributors, their personal and dependants' benefits are integrated with the Social Insurance code in line with standard Public Service pension arrangements.

b. For those who joined on or after 1 April 2004 and before 1 January 2013

Under the *Public Service Superannuation (Miscellaneous Provisions) Act 2004* revised pension arrangements apply to all military personnel joining the PDF as new entrants between 1 April 2004 and 31 December 2012. This includes successful

candidates appointed from this competition who having enlisted during this period, are already serving in the PDF and are discharged and immediately re-enlisted for a Cadetship.

The post-April 2004 defined benefit pension scheme provides for a 'minimum pension age' of 50. This means that pensions and gratuities will not normally be payable immediately on retirement unless the person serves to age 50. Maximum retirement benefits build up over 30 years. Where leaving before age 50, benefits are not payable immediately but are 'preserved' and payable from age 60. As in other pre-existing Public Service pension schemes generally, benefits are based on total pensionable service and pensionable pay at retirement date and are subject to *integration* with the Social Insurance system.

c. New single Public Service pension scheme – from 1 January 2013

A new single pension scheme applies to all military personnel who are commissioned or enlisted in the PDF as first-time new entrants to the Public Service **on or after 1 January 2013**. This is provided for under the *Public Service (Single Scheme and Other Provisions) Act 2012*. This new *defined benefit* scheme also applies, as appropriate, to former Public Servants returning to the Public Service from 1 January 2013 onwards, after a break of more than 26 weeks, or other than under the same contract of employment. Retirement benefits under this Single Scheme will be based on 'career average earnings' rather than on 'final salary'. The current existing minimum pension age of 50 for military personnel will continue to apply, that is, pension and gratuity will not normally be payable immediately on retirement unless the person serves to age 50. Where leaving the PDF before age 50, benefits will be preserved and generally payable in line with, and linked to, future social welfare State Pension age (66 rising to age 68). Retirement benefits will be contributory; and pension will be subject to *integration* with the Social Insurance system.

- d. Therefore, the appropriate pre-existing pension scheme terms outlined at (a) or (b) above apply to persons who joined the PDF before the 1 January 2013.
- e. Where joining the PDF on or after 1 January 2013, the arrangements at (c) above will apply (subject to the provisions of the 2012 Act).

All successful candidates from this competition will be required to pay appropriate **employee pension contributions** from monthly pay towards their superannuation benefits at standard Public Service rates. A contribution of 7.5% of pay applies under the new Single Scheme at paragraph (c) above – see Note 1. Otherwise, a 6.5% contribution is payable by those persons at paragraph (a) and (b) – see Note 2.

Note 1 – The 7.5% Single Scheme contribution is comprised of 4.2% of *net pensionable remuneration* (which means pensionable remuneration less twice the maximum rate of State Pension Contributory payable from time to time to a person who has no adult or child dependants) plus 3.3% of pensionable remuneration.

Note 2 – The 6.5% contribution for pre-Single Scheme joiners is 3.5% of *net pensionable remuneration* (towards personal pension) plus 1.5% of pensionable remuneration (towards retirement gratuity) plus 1.5% of pensionable remuneration (towards spouses and children’s pensions).

New entrants to the Public Service, including Commissioned Officers in the PDF, are insurable for full PRSI. On that basis, their occupational (or spouse's) pension is subject to *integration* with the State Social Insurance system in accordance with standard Public Service arrangements. This means that their entitlement to the range of Social Insurance benefits (including the State Pension Contributory) is taken into account when calculating the amount of occupational pension payable. This results in a lower rate of occupational pension than would otherwise be the case. Integration applies to pension and contributions, but not to gratuity.

All Public Servants who are in pensionable employment – including members of the Defence Forces – are also liable to pay a **Pension-Related Deduction** (PRD) regardless of the date they join the Public Service. Commonly known as the ‘pension levy’, this was introduced by Government as part of a package of emergency financial measures. The PRD is separate from the standard employee pension contributions mentioned above and no additional superannuation benefits are earned as a result of the deduction.

Pension abatement, pension-accrual and declarations, etc.:

Candidates will be required to declare any pre-existing entitlements to a Public Service pension benefit (whether in payment or preserved) from any other Public Service employment or any such employment in which they received a payment-in-lieu of pension in respect of such service.

Candidates should be aware that if s/he was previously employed in the Public Service and is in receipt of a pension from the Public Service, the 2012 Act provides for the abatement (i.e. reduction / suspension) of any Public Service pension on re-employment within the Public Service, even where the new employment is in a different area of the Public Service.

In addition, if the candidate was previously employed in the Public Service, the 2012 Act also limits the amount of qualifying service, which can be accrued in existing (pre-2013) pension schemes to a maximum of 40 years’ service across all Public Service employments. This may have implications for any new recruit / appointee who has already acquired pension rights in a previous Public Service employment.

**Annex 'C' to Terms and Conditions and General Information regarding Cadetships in the
Defence Forces 2018**

Army, Air Corps & Naval Service

PHYSICAL FITNESS TEST

The physical fitness assessment is designed to test the candidate's current level of physical fitness and his/her capacity to undergo the rigours of military training. It is composed of two aspects:

- a. Aerobic endurance
Local muscular endurance

- b. Components of physical fitness, consisting of body fat assessment, hand grip strength and flexibility.

FORMAT OF TEST

Aerobic endurance

Candidates will be required to run one and a half miles within the time limit below: (This is a pass or fail test)

	Males	Females
	11 mins 40 secs.	13 mins 10 secs.

Local Muscular Endurance

This will be assessed using push-ups and sit-ups. The time allowed is 60 seconds (This is a pass or fail test).

	Males	Females
Push-ups: (Minimum requirement)	20	20 (modified)
Sit-ups: (Minimum requirement)	20	20

If a candidate fails to meet any of the above minimum requirements, s/he will not be permitted to proceed to the next stage of the competition.

Body Composition Assessment

This assesses the candidate's percentage of body fat. The candidate will be subjected to a body/mass index test. (This is a pass or fail test)

All tests are conducted in sports gear. Candidates are advised to bring the following should they be requested to attend: tracksuit, shorts, singlet/t-shirt, training shoes, towel, and wash gear etc.

Candidates who wish to prepare for the above tests should do so under the guidance of a qualified instructor.

Suggested 4 Week Training Programme for Cadetship Applicants.

Week	Session 1	Session 2	Session 3
1	15 min Warm up. Steady Run for 20 Mins. Record your distance. 15 min Cool down. Push Ups 5 sets x 5 reps. Sit Ups 5 sets x 5 reps. Stretch.	15 min Warm up. Tempo Training. 4 x 5 min runs with 2 min recovery. Record your distance. 15min Cool down Stretch.	15 min Warm up. Steady Run for 20 Mins. Record your distance. 15 min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.
2	15 min Warm up. Tempo Training. 3 x 6 min runs with 2 min recovery. Record your distance. 15min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.	15 mins Warm up. Steady Run for 25 Mins. Record your distance. 15 min Cool down. Push Ups 4 sets x 7 reps. Sit Ups 4 sets x 7 reps. Stretch.	15mins warm up Tempo Training. 2 x 10 Min runs with 2 min recovery. 15mins Cool down. Push Ups 3 sets x 10 reps. Sit Ups 3 sets x 10 reps. Stretch.
3	15 mins Warm up. Steady Run for 30 Mins. Record your distance. 15 min Cool down. Push Ups 3 sets x 12 reps. Sit Ups 3 sets x 12 reps. Stretch.	15mins warm up Tempo Training. 2 x 1 mile/1600 m runs with 2 min recovery. Record your time. 15mins Cool down. Push Ups 3 sets x 15 reps. Sit Ups 3 sets x 15 reps. Stretch.	15 mins Warm up. Steady Run for 2 Miles. Record your time. 15 min Cool down. Push Ups 2 sets x 17 reps. Sit Ups 2 sets x 17 reps. Stretch.
4	15mins warm up Tempo Training. 2 x 1 mile/1600 m runs with 2 min recovery. Record your time. 15mins Cool down. Push Ups 2 sets x 20 reps. Sit Ups 2 sets x 20 reps. Stretch.	Pre-Test Rehearsal. Push Ups-20 Repetitions/1 Min. Sit Ups-20 Repetitions/1 Min. 1.5 mile run-Timed. Males-11 min 40 sec. Females-13 min 10 sec.	Recovery session. Allow sufficient recovery time between this session and your test date.
5.	20 push-ups (1 Min) 20 sit-ups (1 Min) 1.5mile run (Males - 11 min 40 sec, Females - 13 min 10 sec)		

Points to Note

This Programme is a suggested training programme. You are under no obligation to undertake it. You do so at your own risk.

- a. This programme presupposes a certain level of fitness. **If in doubt talk to your GP.**
- b. **Step 1**-Invest in proper training equipment particularly a good pair of runners.
- c. **Step 2**-Talk to a Defence Forces PTI (Physical Training Instructor) or a fitness expert. Get them to help you to tailor this generic programme to suit your ability/lifestyle. Get them to help you with your technique with Push ups and Sit Ups. Videos of correct push ups and sit up technique are available online at www.military.ie
- d. **Step 3**-Mark out a safe route of 1.5 miles/2.4km.
- e. **Step 4**-Get a stopwatch to time your runs.
- f. **Step 5**-Set your goals.
 - **Run**-11 min 40 sec Males/13 min 10 sec Females.
 - **Push Ups**-20 Repetitions in One Minute.
 - **Sit Ups**-20 Repetitions in One Minute.
- g. **Warm Up**
 - Warm up properly before every session.
 - Exercises: Jogging, fast feet, high heels, high knees and high knee skip.
 - Try to keep warm up specific to the activity you are doing.
- h. **Heart Rate Intensity:** To achieve the required intensity of exercise use the simple formula.
 - Example.
 - $220 - \text{your age} = 220 - 20 = 200$.
 - $75\% \text{ of } 200 = 150 \text{ Beats per minute}$.
 - This is your target Heart Rate to improve your Cardio-Vascular Endurance)*(Required Intensity).
 - Check your HR pre and post exercise.
- i. **Cool Down:**
 - Just a general reduction in pace to decrease blood flow to the activated muscles.
- j. **Stretching:**
 - Stretching is very important pre and post exercise.
 - Stretch all major muscle groups and show particular attention to the muscles that are involved in the activity.
- k. **On the Day:**
 - Arrive on time at the test centre.
 - Eat 2/3 Hours prior to the Test.
 - Bring a snack to the Test Centre to stay refuelled.
 - STAY HYDRATED. Sip water all day.
- l. **If you are in any doubt about your fitness levels to undertake this programme, see your Doctor first.**

**TERMS & CONDITIONS
AND GENERAL INFORMATION REGARDING
OFFICER CADETSHIPS IN THE DEFENCE FORCES 2018**

The following MINIMUM EDUCATIONAL QUALIFICATIONS will apply to those Non-Graduate candidates who sat the Leaving Certificate Examination prior to 2017:

Army (Line) and Army (Equitation School), Cadetship competitions

Non Graduate Candidates must possess a minimum of Grade C3 in 3 Higher Level papers and Grade D3 in 3 Ordinary/Higher level papers.

A minimum of Grade D3 is required in the following Ordinary/Higher level subjects:

- (1) Mathematics.
- (2) Irish. NUI matriculation exemptions apply.
- (3) English. Candidates whose first language is not English must satisfy the English language requirements in accordance with NUI Matriculations Regulations.
- (4) Third language accepted for NUI Matriculation Registration purposes. NUI matriculations exemptions apply.
- (5) Any two Matriculation subjects not already selected.

Naval Service – Operations Branch/Marine Engineer Branch, Cadetship competitions

Non Graduate Candidates must possess a minimum of Grade C2 in 4 Higher Level papers and Grade B1 in 2 Ordinary/Higher level papers.

A minimum of Grade D3 is required in the following Ordinary/Higher level subjects:

- (1) Mathematics. In the case of Candidates, applying for a Marine Engineering Cadetship this must be a minimum of Grade C3 in a Higher Level paper.
- (2) Irish. NUI matriculation exemptions apply.
- (3) English. Candidates whose first language is not English must satisfy the English language requirements in accordance with NUI Matriculations Regulations.
- (4) Any three Matriculation subjects not already selected.

Air Corps (Pilot), Cadetship competitions

Non Graduate Candidates must possess a minimum of Grade C3 in 3 Higher Level papers and Grade D3 in 3 Ordinary/Higher level papers.

Candidates must possess a minimum of:

- (1) Grade B3 in Mathematics in an Ordinary Level paper and
Grade D3 in the following Ordinary/Higher Level subjects:
- (2) Irish. NUI matriculation exemptions apply.
- (3) English. Candidates whose first language is not English must satisfy the English language requirements in accordance with NUI Matriculations Regulations.
- (4) Third language accepted for NUI Matriculation Registration purposes. NUI matriculations exemptions apply.
- (2) Any two Matriculation subjects not already selected.

PLEASE NOTE:

- **A Candidate must meet the Minimum Educational Qualifications, as specified for all competitions above, in a single sitting of the Leaving Certificate Examination.**
- **Leaving Certificate Applied does not qualify for the Cadetship competitions.**